

Permanent Commission on the Status of Women

2002 Annual Report to the Governor and the General Assembly

Connecticut General Assembly
Permanent Commission on the Status of Women
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The Permanent Commission on the Status of Women (PCSW) was created in 1973 by an act of the Connecticut State Legislature. Under Sections 46a-1 through 46a-6 of the Connecticut General Statutes, a seventeen member Commission, staff, and volunteers work to eliminate sex discrimination in Connecticut.

Five Commission members are appointed by the Governor, four are appointed by the Speaker of the House, and four are appointed by the President Pro Tempore of the Senate. These members are unpaid and serve five-year terms. Co-Chairs of the Judiciary committee and ranking minority members also serve on the Commission.

As required by statute, the PCSW studies all matters concerning women; informs the leaders of business, education, and government about the nature and scope of sex discrimination; serves as a liaison between government and private interest groups concerned with services for women; promotes consideration of qualified women to all levels of government positions; and works with state agencies to assess programs and practices as they affect women (C.G.S. 46a-4).

appointed commissioners

Tanya Meck, Chair, was appointed to the Commission in 1998 by Senate President Pro Tempore Kevin Sullivan. **Susan O. Storey, Vice Chair**, was appointed to the Commission in 2000 by Governor John G. Rowland and reappointed in 2002. **Ann M. Clark, Esq., Secretary**, was appointed to the Commission in 1997 by Speaker of the House Thomas D. Ritter. **Anne Dailey, Esq., Treasurer**, was appointed to the Commission in 1999 by Governor John G. Rowland. **Mildred Bauzá, Esq.** was appointed by Speaker of the House Moira K. Lyons in 2001. **Marcia A. Cavanaugh** was appointed to the Commission in 1998 by Governor John G. Rowland. **Barbara DeBaptiste**, former chair of the PCSW, was first appointed to the Permanent Commission on the Status of Women in 1995 by the President Pro Tempore of the Senate M. Adela Eads and reappointed to the PCSW July 2000 by Speaker of the House Moira K. Lyons. **Patricia T. Hendel**, former chair of the PCSW, was appointed to the Commission by Governor William A. O'Neill in 1986, reappointed in 1991 by Governor Lowell P. Weicker, Jr., reappointed again in 1996 by Speaker of the House Thomas D. Ritter and Pat Hendel was reappointed by the Speaker of the House in June 2001. **Sarah E. McGirr**, former Chair of the PCSW, was appointed to serve on the Commission in 1985 by Speaker of the House R.E. Van Norstrand. She was reappointed by Speaker of the House Richard Balducci in 1990, reappointed in 1992 by Governor Lowell P. Weicker, Jr., and reappointed once again in 1997 by Governor John G. Rowland. (Commissioner McGirr passed away December 27, 2002.) **Jean Rexford** was appointed to the Commission in 2002 by Senate President Pro Tempore Kevin Sullivan. **Robin L. Sheppard** was appointed to the Commission in 2002 by Senate President Pro Tempore Kevin Sullivan. **Cindy R. Slane, Esq.**, former chair of the PCSW was appointed to the Commission in 1996 by Governor John G. Rowland and reappointed in 2000. **Patricia E. M. Whitcombe, M.D.** was appointed by Senate President Pro Tempore Kevin Sullivan in 2001.

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message from the chair...tanya meck

On January 16, 2003 the Permanent Commission on the Status of Women hosted our 9th Annual Making Women Visible Day. The day was conceived by the Commission in 1995 to bring women's voices and women's issues to the state legislature. This year was a particularly auspicious occasion, because it marked the beginning of PCSW's 30th Anniversary year.

In 1973, Connecticut's General Assembly established the Permanent Commission on the Status of Women to provide leadership and information to policy-makers and the public in order to improve the status of women and girls. Creation of the PCSW was part of a national effort to address discrimination against women and girls. In 1961, President John F. Kennedy established the President's Commission on the Status of Women, naming Eleanor Roosevelt as its first chairperson.

Through all of these years, PCSW has been at the forefront of continuing progress for Connecticut women and girls. When we look at the long list of accomplishments, it is hard to believe some of our successes have occurred in the past 30 years. The problems PCSW has addressed, and helped to remedy, often seem to be part of another time or another place.

For example:

- In 1973, with the help of PCSW, legislation was passed prohibiting sex discrimination in credit transactions. Can you believe that before 1973, women could not get credit in their own names?
- Can you believe that before 1979, there were no laws to protect pregnant workers?
- That sexual harassment was not defined, nor prohibited until 1980?
- That before 1989 there were no family and medical leave protections?
- That as recently as 1996, we had to fight for legislation requiring health insurance plans to cover a minimum of 48 hours hospital stay for normal childbirth and 96 hours for Cesarean section?
- And in 1997, that we had to fight for legislation requiring coverage for a minimum of 48 hours stay following a mastectomy?

These are only a few examples of the work of the PCSW to make Connecticut a better place for women to live, to work and to raise our families.

All these changes, along with many other advances for women, have taken place in my lifetime. And I have reaped countless benefits from the work that was done by all the women who have served on the commission during the past 30 years.

I now have a 2-year-old daughter. If she were to stand in my place 30 years from now, talking about the accomplishments of PCSW, what would she say?

She might stand here and say: "Can you believe..."

- That as late as 2003, women in CT earned less than men by approximately 27%?



- That women held only 8% of the seats on the Boards of Directors of the top one hundred public companies in Connecticut?
- That the wages in female-dominated occupations such as childcare were so low that they left the families of those workers in near poverty and led to high turn-over and lower quality services for children?
- That the rate of HIV infection among women in Connecticut was *twice* the national average?
- That only 30% of our state legislature was made up of women and that only 13% of the United States Congress were women?

At Making Women Visible Day last year, our immediate past chair, Cindy Slane, compared the fight for women's rights to a marathon -- a long, endurance event. And that it is. But it is a race we don't run alone. It is a relay event and not only must we remember those who have run before us, but we must make sure that we have someone to whom to hand the baton, somebody who is ready to run the next leg.

There is a new generation of girls and young women who don't know what it is like to be denied access to a soccer field or entry into law school. But they may grow to find out what it is like to be denied entry onto a golf course, or admittance into a board room, or wonder why they are encouraged to pursue English and not Engineering.

That is why it is so important for PCSW, and for the other organizations and leaders that work on issues of gender equity, to reach out to young women. They will face new issues over the next 30 years and it is our job to help prepare them to meet these challenges. These young women will also need to re-run parts of the race that we thought were already won, parts like reproductive choice and affirmative action. They will need the knowledge and the leadership skills to fight these battles.

PCSW has a dual role to play. We must continue our work to make Connecticut a more equitable place for women and girls. And we must make sure that young women are equipped to continue the work that has been started. Recently, PCSW launched a College Women's Leadership Project that will allow us to reach out to college age women across the state. Through participation in commission meetings, information and training, we will help develop their leadership skills and their understanding of the history, and the future, of women's rights activism. They, in turn, will provide PCSW with an invaluable perspective on the issues and obstacles that young women face today.

With a nod to the accomplishments of the past, and an eye to future challenges, PCSW continues to be a vital voice for Connecticut women. Our 30th Anniversary is the perfect opportunity to reflect on our successes, but at the same time, we acknowledge there is much more work to be done.

We have our work cut out for us, and we are prepared to do it. We are prepared to do it this year, and the next year, and for the next 30 years.

message from the director...leslie brett

Dear Friends:

We are pleased to share with you this special PCSW Annual Report for 2002. Beginning next year, we will change our reporting period to a fiscal year (beginning July 1 and ending June 30) instead of a calendar year so that we can summarize both budget and program data more consistently. As part of the transition year, we have prepared this smaller annual report on our activities for 2002 to meet our statutory requirement to report every year by February 15. Please watch for our full 2002/2003 Annual Report, which will be available next winter.

The year 2002 brought enormous challenges to state governments across the country. Like most other states, Connecticut is facing a dramatic budget crisis. At the Permanent Commission on the Status of Women, we continue to speak on behalf of women and their families who are vulnerable and require state services such as childcare, health care and job training. We also continue to advocate for policies that help women start and grow small businesses, or enter higher-wage nontraditional occupations, or earn better wages in traditional "care-giving" professions like childcare and home health care. This year, we sponsored several public hearings around the state to hear testimony about the economic conditions of workers in the care-giving professions, and we provided a summary of the hearings to all members of the General Assembly.

The PCSW also continued to provide services and expertise to Connecticut state agencies. Our services promote equal opportunity and save state dollars. For example, we provide free, in-service training about sexual harassment to many state agencies. This year, we provided special training and technical assistance to the Department of Correction to help them reduce sexual harassment and improve the working conditions for all employees.

As always, our work is enhanced and supported by the work of many other organizations and individuals. We are proud to convene and participate in the Connecticut Women's Agenda, Connecticut Women's Health Campaign, Women's Economic Development Initiative, five Congressional District Advisory Councils, and many other groups and coalitions. We are grateful to the women and men in Connecticut who contribute their talents and time to work for equality.

The US Department of Labor, Office of Federal Contract Compliance Programs (OFCCP), honored the PCSW this year for its work in furthering employment opportunities for women in nontraditional occupations. The PCSW was given Special Recognition for Exemplary Public Interest Contribution. In particular, the Agency is recognizing the Nontraditional Employment for Women (NEW) Program for providing pre-apprentice training to women, technical assistance to employers, and conducting the annual Women in the Trades and Nontraditional Occupations Conference.



One of PCSW's top priorities is to eliminate employment discrimination in nontraditional occupations through its Nontraditional Employment for Women (NEW) Program. The NEW program also meets a common goal of the CT PCSW, the CT DOL and the Capitol Region Workforce Development Board – to place women in nontraditional employment that will allow them to earn higher wages and support themselves and their families. Pictured above are (l-r) Capital Region Workforce Development Board Director of Adult Services Pam Nabors, PCSW Executive Director Leslie J. Brett, Labor Commissioner Shaun Cashman and PCSW Special Projects Director Susan H. Hoover.

2002 annual report...

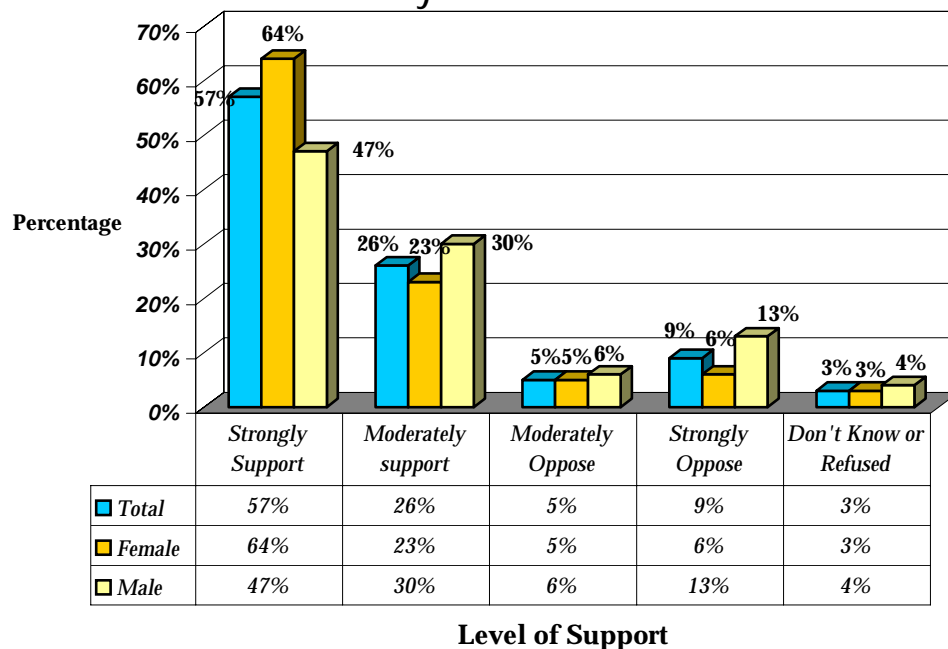
the uconn/pcsw poll

In May the PCSW, the Center for Survey Research and Analysis at the University of Connecticut polled 700 adults (ages 18 and over) residing in Connecticut. Respondents were questioned about policies and concerns that directly affect working parents and the status of women, in general, such as the stability of health insurance coverage, wages for childcare workers, and family leave insurance. Here are the top five issues.

Eight in Ten Adults Support Family Leave Insurance.

An overwhelming majority of Connecticut residents endorse family leave insurance. About eight in ten (83 percent) adults support some type of family leave insurance with more than half (57 percent) *strongly* supporting such a program. Only 14 percent oppose family leave insurance.

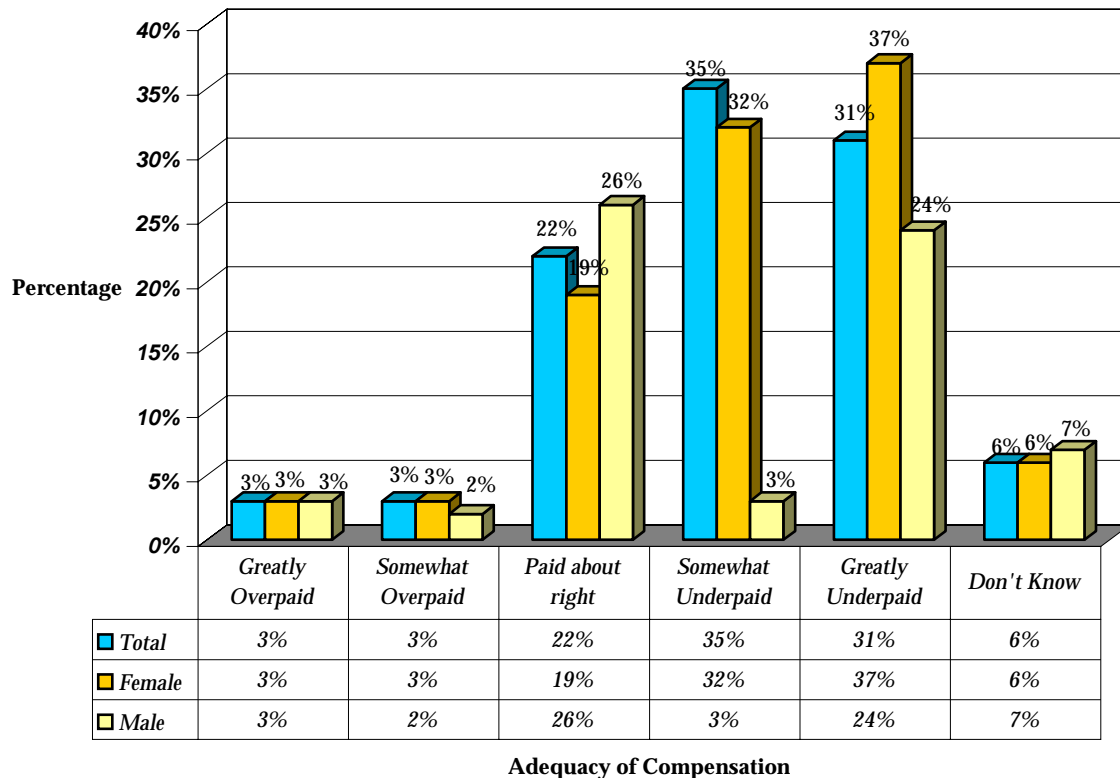
Support or Oppose Family Leave Insurance
by Gender



Most Residents Agree that Childcare Workers are Underpaid.

The majority (66 percent) of Connecticut adults maintain that childcare workers are underpaid while 22 percent consider their pay to be about right and 6 percent say the workers are overpaid. Women are more likely to indicate that childcare workers are *greatly* underpaid with 37 percent expressing that sentiment compared to about a quarter (24 percent) of men.

Childcare Workers Wages Opinion by Gender



Nearly Half of Respondents Support Increased Government Assistance to Raise Wages for Childcare Workers.

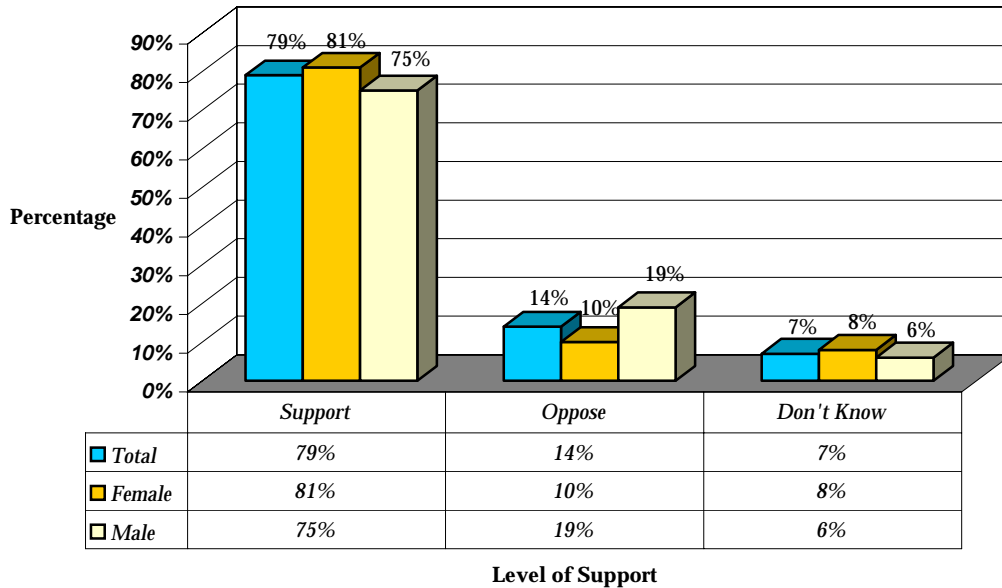
A plurality of respondents (48 percent) say that the preferred way to increase wages for childcare workers is to increase government subsidies while 29 percent want to raise the cost of childcare services so that parents pay more. Women are more supportive of raising government subsidies than men: 54 percent of females opt for increasing government subsidies while only 39 percent of men agree.

Many Connecticut Adults Feel Insecure About Health Insurance: One out of ten are concerned they might lose all coverage and 36% believe their coverage will be reduced in the next five years.

One out of ten respondents (11 percent) are concerned about losing *all* of their health insurance coverage in the next five years and 36 percent say their health insurance may provide a lot less or somewhat less coverage. Another third (32 percent) expect their coverage to be basically the same; 11 percent expect more coverage. Women express greater concern over losing coverage than do men, with 31% of women responding that they might have a lot less coverage or lose all coverage in the next five years, compared to only 14% of men who felt this way.

Eight in ten adults support alternatives to prison for women convicted of non-violent crimes. An overwhelming majority of respondents expressed support for providing alternatives to prison for women who have been convicted of non-violent crimes. Almost eight in ten (79 percent) support this measure with only 14 percent opposing it.

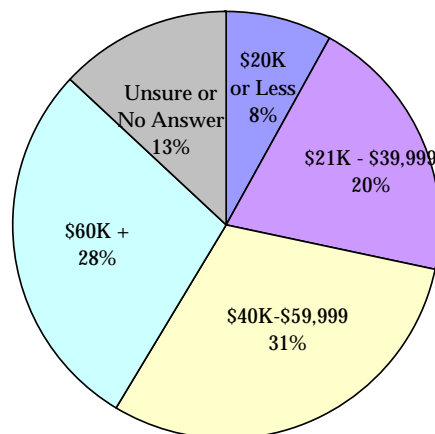
Support or Oppose Alternatives to Incarceration for
Female Non-Violent Offenders, by Gender



Connecticut residents estimate that a family of four needs \$45,000 per year just to make ends meet.

Respondents were asked how much income a family of four needs “just to make ends meet in your town.” The median amount provided by respondents was \$45,000. Only one in ten (9 percent) say \$20,000 or less is an adequate income in that situation while 18 percent indicate a family of four needs at least \$60,000 a year.

Fairfield/Litchfield Region



the economic status of workers in caregiving professions public hearings...

part of the statute authorizing the PCSW to collect data and provide research and analysis to state leaders enables the PCSW to hold public hearings.

The PCSW continued the public hearings and fact finding on the issue of workers in caregiving professions. Three hearings were held in 2002. January 29th in New Haven, November 19th in Waterbury and December 17th in Stamford. Common themes were frequent staff turnover due to the lack of adequate wages, poor quality of life for caregiving professionals, and no healthcare or pension benefits. Some findings...

In Connecticut, childcare agencies report a 26% turnover rate (*testimony of Ellen Prouty, New Haven hearing*).

Many workers must work two to three jobs to meet their financial obligations (*testimony of Monica Osbourne, Yvonne Walker and Jacqueline Gonzalez, New Haven hearing*).

The vast majority of caregiving professionals are women and people of color. Home health aides are 79% female, 25% Black, 10% Hispanic; nursing aides/orderlies are 90% female, 35% Black, 10% Hispanic; and childcare workers are 98% female (*testimony from Ellen Prouty, New Haven hearing*).

Despite my college degree, I earn only \$8 per hour at a day care center. Even with additional training I cannot get a raise. I recognize that almost all child care workers are women while only the director is male (*testimony of Delisa Ifill, Waterbury hearing*).

Residents need to make at least \$22 per hour to constitute a living wage in Stamford. Most workers in the caregiving professions need to fight to make even half this wage, and many make far less after taxes (*testimony of Lisa Barnes, Brenda Robinson, Carrie Cook, Joan Phang, Maria Perez, Kim Frances, Rosebud Davis*).

Between 80% and 85% of workers must obtain additional employment, with many working even three jobs at a time (*testimony of Lisa Barnes, Brenda Robinson, Joan Phang, Eulin Tongue, Kim Frances*).



PCSW Executive Director Leslie J. Brett (l) and Chair Tanya Meck listen and respond to testimony in Waterbury.

Catherine Risigo-Wickline, President of Kangaroo's Korner in Watertown testifies at the public hearing.



congressional district advisory councils...

The Congressional District Advisory Councils meet to share information about public policy issues concerning the status of women in Connecticut. The CDACs are composed of leaders and activists who represent the diverse communities of the state.

In the autumn of 2001, 125 interested persons met at the following locations: Connecticut Historical Society in Hartford, Middletown City Hall, Yale Medical School in New Haven, Greenwich YWCA, Teikyo Post University in Waterbury, and UCONN Cooperative Extension Service in Torrington. The discussion focused on how to be appointed to state, non-profit, and corporate boards. PCSW's legislative mandate includes promoting consideration of qualified women to all levels of government positions. Additionally, PCSW has become involved in the *Reflecting Connecticut* project, the mission of which is to increase women's participation in non-profit and corporate boards as well as in state and municipal government. The PCSW maintains a Talent Bank of women who are interested in such appointments. At the CDAC meetings the PCSW shared information on all of these projects.

In the spring of 2002, 102 interested persons met at the following locations: Hartford College for Women in Hartford, Merrill Lynch in New Haven, Trumbull Historical Society in Trumbull, and Charter Oak State College in New Britain. The discussion featured a review of legislative activity in the General Assembly. Among the issues highlighted were pay equity, quality childcare, post-secondary education including job training programs, and health care for uninsured adults.

the foundation for connecticut women...

On June 7, 2002, the Internal Revenue Service informed the PCSW that our application for tax-exempt status for the Foundation for Connecticut Women was approved.

The Foundation for Connecticut Women will fund projects, programs and conferences designed to educate leaders and the general public about the status of women in Connecticut. The Foundation will enhance and support the ability of the PCSW to further its educational goals of informing leaders of business, education, and government about the nature and scope of sex discrimination.

the talent bank...

In compliance with our statutory mandate to "promote consideration of qualified women for all levels of government positions," the PCSW maintains a Talent Bank of women with varied backgrounds and expertise willing to serve on state boards and commissions. The purpose of the Talent Bank is to address the under-representation of women on state boards and commissions. In the year 2002, the Talent Bank had a total listing of 421 women, and five women received appointments.

legislative report...

The following are brief summaries of selected bills that the PCSW monitored because of their potential impact on the lives of women and their families.

ECONOMIC SECURITY/PAY EQUITY

P.A. 02-33 AN ACT INCREASING THE MINIMUM WAGE (H.B. 5057)

Result: Passed – effective July 1, 2002

This law requires the minimum wage to increase to \$6.90 on January 1, 2003, and to \$7.10 on January 1, 2004.

P.A. 02-54, AN ACT CONCERNING THE SELF-SUFFICIENCY MEASUREMENT FOR THE STATE OF CONNECTICUT (H.B. 5580)

Result: Passed – effective upon passage

This law requires the self-sufficiency measurement to be updated by the Office of Workforce Competitiveness, within existing budgetary resources, on January 1, 2003 and every three years thereafter. It also requires the Office of Workforce Competitiveness to distribute the self-sufficiency measurement to all state agencies that provide services and counseling to people seeking education, job training and employment.

S.B. 121, AN ACT EXTENDING UNEMPLOYMENT COMPENSATION BENEFITS

Result: The original bill failed, but language was passed in Special Session P.A. 02-7, An Act Concerning State Expenditures (H.B. 6004) – relevant section effective upon passage

Background: The Unemployment Compensation system must be improved to make it a more equitable safety net for all workers, particularly women and those recently transitioning from welfare to work. Since welfare is no longer a reliable safety net for working women with children, the Unemployment Compensation system needs to be designed in a way that acknowledges all of the legitimate reasons for which adults may lose employment through no fault of their own. Some newly employed low wage workers who lose their jobs through lay-offs or other factors outside of their control must wait three months before they qualify for benefits because they have not worked long enough or they earned too little. The alternate base period would allow the Department of Labor to count their most recent earnings and allow workers to collect benefits sooner following a lay-off.

Section 75 of this law establishes an “alternative base period,” based upon the four most recently completed calendar quarters, to calculate eligibility for unemployment compensation benefits for the next three years.

H.B. 5058, AN ACT CONCERNING THE USE OF ACCUMULATED SICK LEAVE FOR FAMILY AND MEDICAL LEAVE

Result: Failed

This bill was approved by the Labor and Public Employees Committee and referred to the Appropriations Committee, where it was not called for a vote.

Background: Allowing individuals to use their accumulated sick leave for FMLA purposes would help families take care of critical family responsibilities without risking their economic security. For example, more than 1 in 3 families need at least 2 weeks each year to care for an ill family member; 1 in 4 families need at least 3 weeks each year.² When employees choose to take time off from work to care for their sick children, they often experience a negative backlash from their employers as

evidenced by the statistic that 24% of employed parents report that they face problems at work when they have to care for a sick child.³ As our population ages, more employees will need family and medical leave to care for elderly relatives.

This bill would have required both private and public sector employers to allow employees to use accumulated paid sick leave for absences from work for reasons permitted under the Family and Medical Leave Act.

H.B. 5263, AN ACT CONCERNING FUNDING FOR CONTINUED OPEN ENROLLMENT IN THE CHILD CARE CERTIFICATE PROGRAM AND A COST-OF-LIVING ADJUSTMENT FOR CHILD CARE PROFESSIONALS
Result: Original bill failed, but language regarding the Child Care Certificate Program was passed in Special Session P.A. 02-7, An Act Concerning State Expenditures (H.B. 6004)– relevant section effective upon passage.

Section 92 of this law allocates four million dollars to reopen the child care certificate program.

H.B. 5558, An Act Concerning a Cost-of-Living Adjustment for Child Care Professionals was merged into this bill, which was approved by the Human Services Committee and referred it to the Appropriations Committee, where it was not called for a vote.

Background: In 2000, the median annual earnings of full-time child care educators in Connecticut was \$18,382.⁴ This is just \$282 over the poverty level for a family of 4,⁵ and less than half of the self-sufficiency standard for a family of 4.⁶ Childcare wages have not risen in real dollars over the last decade and only a small percentage of workers have paid health benefits. Low wages hurt the quality of care provided to children because low wages lead to a high rate of teacher turnover and staff shortages in the industry. The turnover rate of childcare educators ranges from 25%-50% a year.⁷

The bill also would have required child care centers that receive state or federal funds to provide cost-of-living salary increases to their employees in an amount equal to the cost-of-living adjustments provided to state employees in any given year.

WELFARE, EDUCATION AND JOB TRAINING

S.B. 322, AN ACT CONCERNING A STATE FUNDED WORK-STUDY PROGRAM FOR TANF RECIPIENTS

Result: Failed

This bill was approved by the Select Committee on Workforce Development and the Labor and Public Employees and Human Services Committees and referred to the Appropriations Committee, where it was not called for a vote.

Background: In 2000, the Department of Labor completed a plan to create a state funded work-study program so that recipients of public assistance and other adults living in or near poverty could combine work with educational activities at a community college or other approved job training program.

This bill would have funded and established such a work-study program for TANF recipients.

H.B. 5482, AN ACT CONCERNING COMMUNITY-BASED JOB TRAINING INITIATIVES

Result: Original bill failed but language was passed in Special Session P.A. 02-01, An Act Concerning Adjustments to the State Budget for the Biennium Ending June 30, 2003, State Revenues and Operating a Motor Vehicle While Under the Influence of Intoxicating Liquor (H.B. 6002) – relevant section effective upon passage

Background: Job training helps women enter nontraditional occupations that pay higher wages. For example, the Pre-Apprentice Training Program that the Permanent Commission on the Status of Women conducts in conjunction with the CT Department of Labor trains women to become apprentices in the skilled building trades. Our graduates have entered apprenticeships in trades including electrical, plumbing, carpentry, machine tool, sheetmetal, and sprinklerfitting at entry-level wages in the range of \$9.50 - \$13.00 per hour. Their wages increase at six-month intervals, and within three years they are earning approximately \$20.00 per hour. In FY2000, Connecticut's Displaced Homemaker Programs helped 164 women gain and retain employment at an average wage of \$11/hr, or \$22,880 per year.

Section 43 of this law requires the Department of Labor to expend, within existing budgetary resources, \$300,000 to the Displaced Homemakers Program and \$100,000 to Non-Traditional Occupational Training.

Additional budgetary matters addressed in Special Session and passed as P.A. 02-1, AN ACT CONCERNING ADJUSTMENTS TO THE STATE BUDGET FOR THE BIENNIUM ENDING JUNE 30, 2003, STATE REVENUES AND OPERATING A MOTOR VEHICLE WHILE UNDER THE INFLUENCE OF INTOXICATING LIQUOR (H.B. 6002); P.A. 02-7, AN ACT CONCERNING STATE EXPENDITURES (H.B. 6004); and, the Social Services Block Grant (SSBG) Plan For Federal FY 2003

Employment Services:

- The Department of Labor's line item for the Jobs First Employment Services was reduced by \$201,421 (P.A. 02-01 §19).
- Significant funding for education and training and employment services comes from the federal Social Services Block Grant (SSBG). In the SSBG Allocation Plan for Federal FY 2003, the state anticipates receiving approximately 11% less money to expend in the coming year than it did in FY 2002. To partially accommodate this reduction, the Department of Social Services proposed to eliminate two education and training programs and 14 employment programs. After a public hearing was held, the Appropriations and Human Services Committees voted to restore funding to three employment programs (Appropriations Committee Meeting Minutes 9/4/02).

TANF Bonus Funds: Connecticut received \$13.3 million in TANF Performance Bonus Funds. The General Assembly allocated the money as follows (to be used over a two-year period) in Section 92 of PA 02-07:

- \$4 million to reopen the child care certificate program. The Department of Social Services' line item for Child Care Services-TANF/CCDBG was previously reduced \$2.6 million (PA 02-01 §19).
- \$2 million for rental assistance vouchers and Transitional Rental Assistance (T-RAP). \$250,000 of these funds will be allocated for individuals who are no longer eligible for TFA because they reached their TFA time limits. The Department of Social Services' line item for T-RAP was previously reduced \$2.1 million (P.A. 02-01 §19).
- \$2 million for Welfare-to-Work reverse commuting.
- \$1.9 million for enhanced assessment and case management. \$400,000 of these funds will be allocated to community action agencies for TFA clients.
- \$1.8 million for enhanced provision of grant funds to address TANF clients with barriers. This program will be administered by the Department of Labor.
- \$600,000 for the Fatherhood Initiative research and demonstration projects.

- \$539,405 for Connecticut Charts-a-Course. ▪ \$500,000 for the Office of Workforce Competitiveness' Job Funnel program.

HEALTH CARE

S.B. 310, AN ACT REQUIRING THE PROVISION OF COVERAGE FOR SMOKING CESSATION UNDER THE MEDICAID PROGRAM

Result: Original bill failed but language was passed in PA 02-4, An Act Concerning the Provision of Smoking Cessation Services Under the State Medicaid Plan and Making Technical Corrections to Special Act 01-11 of the November 15 Special Session - relevant section effective July 1, 2002 (sH.B. 5026)

Background: In 1987, lung cancer surpassed breast cancer as the leading cause of cancer deaths among women.⁸ In 1997, smoking accounted for approximately 165,000 deaths among U.S. women.⁹ In Connecticut, 21% of adults and 35% of high school students smoke, 22% of women are smokers and 36.5% of girls under age 18 smoke.¹⁰ It is projected that 12,000 children under 18 will become new daily smokers each year.¹¹ Currently, smoking cessation programs and aids are not covered under Medicaid, and many low-income people cannot afford them. According to the U.S. Department of Health and Human Services, Agency for Health Care Policy and Research, the average cost per smoker for successful smoking cessation interventions is \$165.61. On the other hand, the health costs directly related to tobacco use are exorbitant. In Connecticut, it is estimated that annual "tobacco-caused" health care expenditures total \$1.2 million a year, which averages \$476 per year per average household.¹² The state and federal tax burden associated with these costs total \$589 million a year.

Section 19 of this law requires the Commissioner of the Department of Social Services to amend the Medicaid state plan to provide coverage for treatment for smoking cessation when such treatment is ordered by a licensed health care professional. The Commissioner must present a plan to the Human Services and Appropriations Committees by January 1, 2003. If the committees approve the plan and funding is provided in the budget, the plan will be implemented by July 1, 2003.

P.A. 02-96, AN ACT CONCERNING HEALTH INSURANCE COVERAGE FOR ADOPTED CHILDREN (sH.B. 5644)

Result: Passed – effective October 1, 2002

This law requires certain individual and group health insurance policies to cover an adopted child on the same basis as other dependents of an insured adoptive parent. It also prohibits insurers from including any preexisting condition, insurability, eligibility, or health underwriting approval provision relating to a legally adopted child.

Additional budgetary matters addressed in Special Session and passed as P.A. 02-1, AN ACT CONCERNING ADJUSTMENTS TO THE STATE BUDGET FOR THE BIENNIUM ENDING JUNE 30, 2003, STATE REVENUES AND OPERATING A MOTOR VEHICLE WHILE UNDER THE INFLUENCE OF INTOXICATING LIQUOR (H.B. 6002) and P.A. 02-7, AN ACT CONCERNING STATE EXPENDITURES (H.B. 6004)

ConnPACE: *The Department of Social Services' line item for ConnPACE was reduced by \$10.5 million (P.A. 02-01 §19). The co-pay will increase, effective September 1, 2002, to \$15 for unmarried applicants with incomes of \$15,900 to \$20,000 and married applicants with incomes of \$21,500 to \$27,100. The co-pay will remain \$12 for current participants, unmarried applicants with incomes below \$15,900 and married applicants with incomes below \$21,500. The Department of Social Services must adjust the income levels annually for inflation (P.A. 02-07 §§ 15-16).*

HUSKY: *The Department of Social Services' line item for HUSKY Outreach was reduced by \$5.1 million and data collection was eliminated (P.A. 02-01 §19). The current income limit of 150% of poverty with no co-pays remains the same.*

Long-Term Care Website: *The Office of Policy Management must set up an internet website to provide comprehensive information on long-term care options, including referrals to organizations offering advice, counseling, and legal services (PA 02-07 §51).*

Medicaid Pharmaceutical & Therapeutics Committee/Preferred Drug List: *This committee is established to adopt a preferred drug list in the Medicaid program. The committee must consider a drug product's clinical efficacy, safety, and cost effectiveness when developing a list. All antiretroviral and mental health related drugs are exempt from prior authorization restrictions and are placed on the preferred drug list.*

Upon completion of the preferred drug list, DSS must publish and disseminate the list to all state Medicaid providers. It is expected that the state will realize revenue of \$6.3 million annually from ConnPACE and \$31 million annually from Medicaid once the preferred drug list is established (P.A. 02-01 §121 and P.A. 02-7 §52).

Medicaid Transportation: *The Department of Social Services is prohibited from eliminating Medicaid coverage for non-emergency medical transportation, but DSS is required to amend the state's Medicaid plan to reduce Medicaid non-emergency medical transportation expenditures (P.A. 02-07 §§ 60-61).*

SAGA/GA: *State Administered Medical Assistance (SAGA) and town General Assistance (GA) medical coverage for eye care and glasses, optometry care, podiatry, chiropractic, naturopathy, and home health care is eliminated (P.A. 02-07 §§ 19-20).*

Teen Pregnancy: *The Department of Social Services' line item for Teen Pregnancy Prevention to local government was reduced by \$87,242 (P.A. 02-01 §19).*

Tobacco Education and Funds: *The statutorily mandated requirement to transfer funds to the Tobacco and Biomedical Research Trust Funds was cancelled and any fund balances exceeding \$3.7 million will be credited to the General Fund. It is anticipated that this will result in a credit of \$66.9 million to the General Fund in FY 03 (P.A. 02-01 §§ 36-37). The Department of Public Health's line item for Tobacco Education was reduced by \$899,852 (P.A. 02-01 §19 and P.A. 02-07 §114).*

CIVIL RIGHTS AND POLITICAL PARTICIPATION

H.B. 5700, AN ACT CONCERNING ELECTION DAY REGISTRATION

Result: Failed

This bill was approved by the Government Administration and Elections, Appropriations and Planning and Development Committees, but it was not called for a vote in the House of Representatives.

Background: In Connecticut the deadline for registration is 14 days before the election. However, many residents learn about candidates during the last two weeks prior to Election Day because that is the time with greatest concentration of advertising and election news coverage. Allowing people to register on Election Day significantly increases voter participation.

This bill would have allowed people to register to vote on a state or municipal Election Day.

S.B. 82, AN ACT CONCERNING AWARDS OF THE COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

Result: Failed

The Judiciary Committee held a Public Hearing on this bill but did not place it on the agenda for a vote.

Background: Prior to 1995, Hearing Officers were able to award compensatory damages and attorneys' fees to victims of discrimination following a public hearing decision in their favor. In a 1995 Connecticut Supreme Court case known as Bridgeport Hospital v. CHRO, the Court held that the statutes did not explicitly give hearing officers this authority. Since then, victims of discrimination who prevail in a CHRO Public Hearing can receive only back pay, if they are entitled to it, and a "cease and desist" order to correct the discriminatory conduct. They cannot be "made whole" for any expenses they have incurred for an attorney or for any other damages. Moreover, the employer who has been found guilty of discrimination pays little penalty and therefore faces no disincentive either for the discriminatory conduct or for resisting an equitable settlement prior to a public hearing.

This bill would have given complainants the ability to recover attorney's fees and costs, and to receive compensatory damages in all discrimination claims.

Additional budgetary matters addressed in Special Session and passed as P.A. 02-1, AN ACT CONCERNING ADJUSTMENTS TO THE STATE BUDGET FOR THE BIENNIUM ENDING JUNE 30, 2003, STATE REVENUES AND OPERATING A MOTOR VEHICLE WHILE UNDER THE INFLUENCE OF INTOXICATING LIQUOR (H.B. 6002) and P.A. 02-7, AN ACT CONCERNING STATE EXPENDITURES (H.B. 6004)

Commission on Human Rights and Opportunities: The line item for Human Rights Referees, totaling \$955,525, was eliminated (P.A. 02-01 §19). Several changes were made regarding the duties of CHRO employees as follows:

Human rights referees must be appointed by the Governor with the advice and consent of the General Assembly. The duties of the five human rights referees have been expanded to authorize them to negotiate settlements. The chief human rights referees must consult with the agency's executive director when supervising and assigning human rights referees to conduct hearings and negotiate settlements. The commission counsel must report to the agency's executive director on a day-to-day basis and the executive director must evaluate the counsel's performance.

The following requirements have been eliminated: that the chief human rights referee and each full-time referee receive the same salary as family support magistrates, and the same fringe benefits as other state employees; that the budget for human rights referees be a separate line item within CHRO's budget; that the cost of stenographic and clerical assistance, equipment, and supplies be paid by the state upon the commissioner of administrative services' approval; and, that CHRO commissioners receive \$125 per day for each day spent conducting hearings (P.A. 02-7 §§ 99-100).

CRIMINAL JUSTICE

P.A. 02-104, AN ACT CONCERNING TELEPHONE CALLS FROM A CORRECTIONAL FACILITY (S.H.B. 5672)

Result: Passed – effective upon passage

Background: Although the bill refers to inmates, it impacts relatives and friends of inmates who wish to maintain contact with them during their incarceration. Some of these families are the poorest in our state and are least able to pay very high and unfair telephone rates. In addition to the costs of the call, a surcharge

of approximately \$1.75 to \$3.50 is assessed. As part of its contract, MCI rebates to the state of Connecticut 45% of the money collected on these calls each month (it was only 10% when the contract was first initiated 8 years ago). These funds go directly into the budget of the Department of Information Technology, resulting in revenue of approximately \$6 to \$8 million per year.

This law requires the commissioner of Correction to establish a pilot program to allow an option for payment of telephone calls with a debit account system, rather than requiring inmates to place only collect calls.

FAMILY LAW

H.B. 5002, AN ACT CONCERNING THE APPLICABILITY OF CERTAIN STATE STATUTES TO SAME SEX PARTNERS/ H.B. 5763, AN ACT AUTHORIZING THE DESIGNATION OF A PERSON TO ASSUME OWNERSHIP OF A MOTOR VEHICLE UPON THE DEATH OF THE OWNER AND AUTHORIZING THE DESIGNATION OF A PERSON FOR CERTAIN OTHER PURPOSES

Result: The original bill failed, but a small number of rights were provided in P.A. 02-105, An Act Authorizing The Designation Of A Person To Assume Ownership Of A Motor Vehicle Upon The Death Of The Owner And Authorizing The Designation Of A Person For Certain Other Purposes An Act Concerning a Transfer Upon Death (H.B. 5763).

Background: The PCSW supports equal legal rights and responsibilities for same gender couples because the exclusion of same gender couples from such rights and responsibilities constitutes discrimination on the basis of sex. The original bill would have authorized the establishment of civil unions and granted to the parties in a civil union the same benefits, protections and responsibilities as are currently granted to spouses in marriage. There are over 500 references to rights or responsibilities associated with marriage in the Connecticut statutes.

The Judiciary Committee did not vote on H.B. 5002, but added a small list of rights and responsibilities to H.B. 5693, An Act Concerning The Definition Of A Crime Victim. Although the Judiciary Committee voted in favor of this amended bill, 29-11, the bill failed because action was taken after the committee deadline. The final bill, H.B. 5763, An Act Authorizing The Designation Of A Person To Assume Ownership Of A Motor Vehicle Upon The Death Of The Owner And Authorizing The Designation Of A Person For Certain Other Purposes, was amended to include a similar list of rights to those voted upon in the Judiciary Committee, and this bill passed in the House and Senate.

The law will allow an adult to execute a document that authorizes another adult to give consent for certain medical decisions when the person is incapacitated; make a decision about anatomical donation upon the death of that person; receive notification and be consulted by a nursing home or long term care hospital before such person is transferred from one room to another; have private visits in a nursing home or long term care hospital; have the right to meet in a nursing home or long term care hospital with families of other patients; be told by an employer when an emergency telephone call is received from the other person; and, be considered an immediate family member under the crime victim statutes, which provides job protection while attending court proceedings, eligibility for crime victim compensation and victim services, and the rights to attend and express their views at proceedings relating to the crime. In addition, the Judiciary Committee is required to deliberate the public policy reasons to permit or prohibit the marriage or civil union of two persons of the same sex and report their recommendations to the General Assembly by January 1, 2003.

P.A. 02-128, AN ACT CONCERNING EDUCATIONAL SUPPORT ORDERS (S.H.B. 5088)

Result: Passed-effective October 1, 2002

Background: Currently, a judge does not have the authority to order support for education for a “post-majority” dependent. Although some divorced and unmarried parents willingly share these expenses, in other cases the burden falls heavily on the custodial parent and the child. Moreover, in some divorce disputes, the real problem is faced earlier when the parties are negotiating their divorce agreement. Knowing that the judge does not have the authority to order such support, the non-custodial parent can bargain more aggressively on this issue. Many divorcing mothers feel they are forced to give up other major items—a more equitable share of the house or other assets, for example— in order to obtain an agreement for shared support of college expenses.

This law allows the court to order divorcing parents and non-custodial parents subject to paternity orders to provide educational support for their offspring who enroll in accredited college or vocational programs after high school until they reach age 23. The expenses may not exceed the amount charged by the University of Connecticut for a full-time in-state student at the time the child matriculates, unless the parties voluntarily agree to a higher amount.

H.B. 5762, AN ACT CONCERNING PARENTAGE OF A CHILD OF ASSISTED REPRODUCTION

Result: Failed

The Judiciary Committee held a Public Hearing on this bill but did not place it on the agenda for a vote.

This bill would have regulated assisted reproduction, including artificial insemination, transfer of gametes or embryos and in-vitro fertilization, and determined parentage of children born of assisted reproduction.

VIOLENCE AGAINST WOMEN

P.A. 02-127, AN ACT CONCERNING DOMESTIC VIOLENCE (S.B. 334)

Result: Passed – effective October 1, 2002

Background: In Connecticut, in 1997, victims of family violence related arrests totaled 17,637 with 79% of those victims being women.²¹ Many domestic violence victims attempt to protect themselves by obtaining restraining orders or fleeing their home and seeking anonymity. Sometimes these attempts to seek safety are ineffective because the abuser violates the restraining order or discovers their new location through public information, which has unfortunately resulted in deaths.

This law makes the violation of a restraining order in a domestic violence situation a class A misdemeanor, and the violation of a protective order a class D felony. Perpetrators of these crimes may also be identified as a persistent offender in certain circumstances. This bill also requires state marshals, immediately after making service, to provide a copy of a restraining order to the law enforcement agency in the town where the victim resides and/or are employed.

P.A. 02-136, AN ACT CONCERNING EMPLOYMENT PROTECTION FOR CRIME VICTIMS (S.B. 456)

Result: Passed – effective October 1, 2002

This law prohibits an employer from firing an employee, or otherwise penalizing, threatening, or coercing an employee for attending a court proceeding or participating in a police investigation related to a criminal case in which the employee was a victim. This law also requires that employment applications that contain questions regarding criminal history contain a notice that the applicant is not required to disclose any arrest, criminal charge, or conviction that has been erased from their record. In addition, employers may not deny employment or discharge an employee, solely on the basis of a prior arrest or criminal charge that has been erased. Any person whose criminal records have been erased shall be deemed to have never been arrested and may swear to it under oath.

H.B. 5031, AN ACT CONCERNING COMPLIANCE WITH THE REQUIREMENTS OF THE VIOLENCE AGAINST WOMEN ACT

Result: The original bill failed but language was passed in Special Session P.A. 02-7, An Act Concerning State Expenditures (H.B. 6004)

Section 83 of this law requires the Judicial Department, rather than the victim, to pay the cost for service of civil restraining orders in order to comply with a recent change made to federal funding requirements of the Violence Against Women Act (VAWA).

P.A. 02-138, AN ACT CONCERNING PENALTIES FOR SEXUAL ASSAULT OF A MINOR, CIVIL AND CRIMINAL STATUTES OF LIMITATIONS IN SEXUAL ASSAULT CASES, REPORTING AND INVESTIGATION OF CHILD ABUSE AND NEGLECT, DISCLOSURE OF COMMUNICATIONS MADE TO A MEMBER OF THE CLERGY, DISCLOSURE OF RECORDS OF TEACHER MISCONDUCT AND ESTABLISHMENT OF A SEXUAL OFFENDER ASSESSMENT BOARDS (sH.B. 5680)

Result: Passed- effective October 1, 2002, except sections regarding penalty increases and the advisory committee are effective upon passage

This law increases the penalties for sexual crimes against minors under age 16; extends, from two to 30 years after the victim reaches age 18 or up to five years from the date the victim notifies the police or a prosecutor of the crime, the statute of limitations for prosecuting sexual abuse, sexual exploitation, or sexual assault of a minor, except when the offense is a class A felony; and extends from 17 to 30 years after age 18, the civil statute of limitations for a minor victim of sexual abuse, sexual exploitation, or sexual assault to file a personal injury action based on the crime. It designates the following individuals as mandated reporters: school coaches, juvenile or adult probation or parole officers, members of the clergy, certified alcohol and drug counselors, licensed professional counselors, child day care centers group day care homes, and any employee of the Departments of Children and Families and Public Health who are responsible for the licensing of child day care centers, group day care homes, family day care homes or youth camps. It also establishes a 23-member advisory committee to make recommendations on the need for a sexual offender risk assessment board and the process for reporting people in state custody or receiving state service that are at risk of engaging in illegal sexual behavior.

P.A. 02-120, AN ACT CONCERNING FIREARMS AND FAMILY VIOLENCE (sH.B. 5692)

Result: Passed – effective October 1, 2002

This law authorizes police officers that determine that a family violence crime has been committed to seize any firearms that are possessed by any person involved in the crime or that are in plain view. It also requires the commissioner of Public Safety to include specific instructions for the transfer or surrender of handguns, and increase the penalty for carrying a handgun without a permit.

P.A. 02-106, AN ACT CONCERNING SEXUAL ASSAULT BY A COACH OR INSTRUCTOR, MANDATED REPORTING OF CHILD ABUSE OR NEGLECT AND ISSUANCE AND REVOCATION OF EDUCATOR CERTIFICATES (sH.B. 5722)

Result: Passed – effective October 1, 2002, except sections regarding Board of Education compliances are effective upon passage.

This law makes it a crime for a person who provides intensive, ongoing instruction or a coach of an athletic activity to engage in sexual intercourse or have sexual contact with someone receiving that coaching or instruction that is either a secondary school student and receiving coaching in a secondary school setting or under age 18.

WOMEN-OWNED BUSINESSES

H.B. 5561, AN ACT CONCERNING COVERAGE MEDICAL SAVINGS ACCOUNTS AND FOR SMALL EMPLOYERS UNDER THE STATE EMPLOYEE HEALTH PLAN

Result: Failed

The Insurance Committee approved this bill, but a motion to vote it out of the Finance, Revenue and Bonding Committee failed.

This bill would have extended eligibility for the Municipal Employees Health Insurance Program (MEHIP) to self-employed individuals and small employers with 50 or less employees.

H.B. 5576, AN ACT CONCERNING ACCESS TO HEALTH CARE FOR SMALL BUSINESSES

Result: Failed

This bill was approved by the Labor and Public Employees and Human Services Committees, but it was not called for a vote in the House of Representatives.

This bill would have extended eligibility for the HUSKY B Plan to small business employees.

H.B. 5598, AN ACT CONCERNING A TASK FORCE TO STUDY MICROENTERPRISES

Result: Failed

This bill was approved by the Commerce Committee. The House of Representatives referred it to the Legislative Management Committee, where it was not called for a vote.

Background: The definition of small business, as defined in state statute for participation in the small business set-aside program, is a business that has annual revenues of less than \$10 million dollars. Other programs define small business as having 50 employees or fewer. Many women business owners believe these thresholds are too high and that the definitions should be reviewed to consider much smaller "micro-enterprises."

This bill would have established a task force to study micro-enterprises.

Additional budgetary matters addressed in Special Session and passed as P.A. 02-1, AN ACT CONCERNING ADJUSTMENTS TO THE STATE BUDGET FOR THE BIENNIUM ENDING JUNE 30, 2003, STATE REVENUES AND OPERATING A MOTOR VEHICLE WHILE UNDER THE INFLUENCE OF INTOXICATING LIQUOR (H.B. 6002) and P.A. 02-7, AN ACT CONCERNING STATE EXPENDITURES (H.B. 6004)

Entrepreneurial Centers: The Department of Economic Development's line item for Entrepreneurial Centers, totaling \$215,000, was eliminated (P.A. 02-01 §19).

OTHER

H.B. 5631, AN ACT DESIGNATING JUNE FOURTEENTH OF EACH YEAR AS HARRIET BEECHER STOWE DAY

Result: Failed

This bill was approved by the Government and Elections Committee, but it was not called for a vote in the House of Representatives. This bill would have designated June 14th as "Harriet Beecher Stowe" Day (her birth date).

(Footnotes)

Shelly Geballe,

The Connecticut "Working Poor Family (EITC) Credit

: Key Facts

(February 22, 2001), available at www.ctkidslink.org.

² S. Jody Heymann, Harvard School of Public Health study, 1996

³ National Partnership for Women & Families,

Family Leave for More Family Needs

fact sheet, available at <http://www.nationalpartnership.org>.

⁴

Connecticut Occupational Employment & Wages

, Connecticut, Department of Labor available at www.ct.dol.state.ct.us/lmi.

⁵ U.S. Department of Health and Human Services, 2002 HHS Poverty Guidelines, available at <http://aspe.dhhs.gov/poverty/02poverty.htm>.

⁶ Per the self-sufficiency standard, a family with one parent, one preschooler, one school-age child, and one teenager needed \$3,518 a month or \$42,216 a year to be self-sufficient in the New Haven Region, CT in 1998 from

The Self-Sufficiency Standard for Connecticut

, prepared for the State of Connecticut by Diana Pearce, Ph.D. and Jennifer Brooks, Fall, 1999, p. 77.

⁷ "Teacher Education, wages key to outcomes," NCEDL Spotlights, No. 18, January 2000.

⁸ U.S. Surgeon General,

What Is Needed to Reduce Smoking Among Women, Fact Sheet

(2001), available at http://www.cdc.gov/tobacco/sgr/sgr_forwomen/factsheet_reducesmoking.htm.

⁹ Ibid.

¹⁰ The American Heart Association, Inc. 1999 available at www.americanheart.org.

¹¹ Campaign for Tobacco-Free Kids,

The Toll of Tobacco in Connecticut

(2001) available at <http://tobaccofreekids.org/reports/settlements/TobaccoToll.php3?StateID=CT>.

¹² Campaign for Tobacco-Free Kids,

Tobacco-Caused Health Care Expenditures in Each State and Related Federal-State Tax Burdens on Each State's Citizens

(October 25, 2001) available at <http://tobaccofreekids.org>.

¹³ Campaign for Tobacco-Free Kids,

Special Reports: State Tobacco Settlement, Connecticut

, January 15, 2002 available at

<http://tobaccofreekids.org/reports/settlements/StateSettlement.php3?StateID=CT>

.

¹⁴ Ibid.

¹⁵ Ibid.

¹⁶ Connecticut Citizen Action Group,

Overview of CCAG

's Special Campaign on High Prescription Drug Costs

, February 2001.

¹⁷ Ibid.

¹⁸ Ibid.

¹⁹ Ibid.

²⁰ CT Department of Correction, "Incarcerated Population by Status and Gender," and "January 1, 2002 Statistics," available at www.doc.state.ct.us/reports.

requests for information, referral and publications

The PCSW receives hundreds of telephone inquiries from individuals seeking information about laws prohibiting sex discrimination, and about state services and programs for women and girls. In some cases, as required by statute, we assist callers who wish to file formal complaints of sex discrimination with the Connecticut Commission on Human Rights and Opportunities. In many cases, we send out informational booklets and other materials to assist callers with questions about sexual harassment, family and medical leave, starting their own businesses and many other issues.

The PCSW experienced a failure in our computerized data collection system in 2002 that makes it impossible to report the actual numbers of calls received or materials distributed in response to telephone inquiries. We apologize for this error. However, we are pleased to report the following estimates.

In 2002, the PCSW distributed over 4,000 copies of educational materials in addition to distribution of materials describing the activities of the PCSW itself. The booklets and other materials distributed were as follows:

Annual Legislative Summary

Annual Report

PCSW Brochures:

Who We Are and What We Do (in English and Spanish)

PCSW Talent Bank

PCSW Internship Program

Women's Economic Development Initiative

Directory of Women's Organizations in Connecticut

Facts About the Status of Women in Connecticut 1996

FACTS UPDATE 1997, 1998, 1999, 2000, 2001 and 2002 editions

Sexual Harassment Prevention Training Consultants

Fact Sheets on the Status of Women

Nontraditional Jobs for Women: A Resource Guide for Connecticut Women, Career

Counselors, and Employers, 7th Edition

Nontraditional Occupations Information Packet

Starting and Growing A Small Business: Choices for Success, resource guide and video

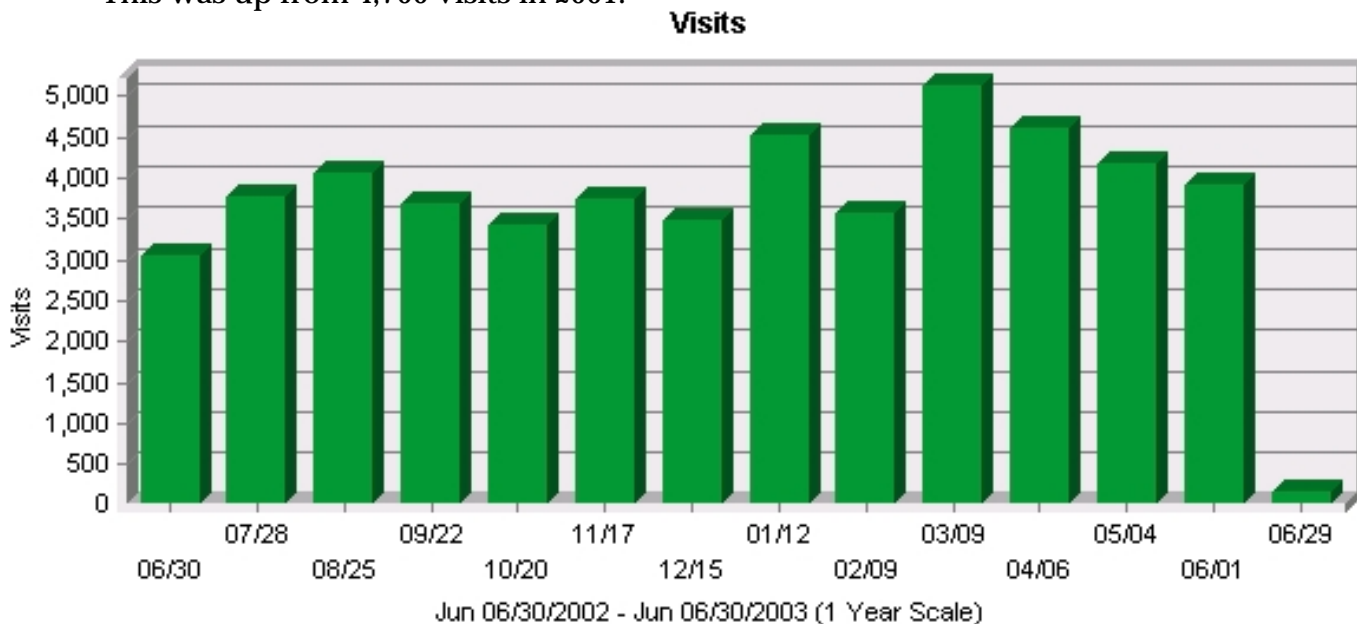
How To Get Appointed to State Boards and Commissions

Women's Health Quiz

In 2002, the PCSW received approximately 700-800 calls for information on the following topics:

child support, credit discrimination, employment discrimination, housing discrimination, internship opportunities with the PCSW, legislative issues, non-traditional occupations, the Permanent Commission on the Status of Women (who we are and what we do), pregnancy and family and medical leave, sexual harassment, the Talent Bank and women business owner issues.

We continue to enhance the information provided on our website and received 51,240 visits during the months June 2002 to June 2003 (data is compiled, then reported by fiscal year). This was up from 4,700 visits in 2001.



The PCSW was further able to reach the public through broadcasts on the Connecticut Television Network (CTN), a public access television network based at the CT State Legislature. CTN covered *CT Women Entrepreneurs' Day* and the activities of *Take Our Daughters and Sons to Work Day*. Throughout the year, we answered 1,134 press calls, conducted 17 radio interviews and presented six press conferences.

formal complaints to the connecticut commission on human rights and opportunities

The PCSW is mandated to receive complaints of sex discrimination and to assist complainants in filing formal charges with the Connecticut Commission on Human Rights and Opportunities (CHRO).

In 2002, we received 66 requests for formal complaint assistance. Of those requests, 19 resulted in the filing of formal complaints with the Commission on Human Rights and Opportunities. The complaints were in the following categories:

- Pregnancy Discrimination
- Sex Discrimination
- Sexual Harassment
- Race Discrimination
- Age Discrimination

supporters...

We are grateful to these state agencies, corporations and individuals whose donations made it possible to conduct PCSW projects and programs.

AFL-CIO, A Victorian Sentiment, Capital Region Workforce Development Board, Connecticut Carpenters, Carpenters Local 24, Carpenters Local 43, Charter Oak State College, Cianbro Corporation, City of Middletown, CT Department of Correction, CT Department of Environmental Protection, CT Department of Labor, CT Public Works, CT Department of Transportation, Connecticut Historical Society, Fleet Bank, General Dynamics Electric Boat, Greenwich YWCA, Hartford College for Women, IBEW Local 90, Joint Apprenticeship Training Directors Committee of Connecticut, Operating Engineers 478, Konica Printing Services, Konover Construction, Leibig Communications, Mechanical Contractors Association of Connecticut, Merrill Lynch, National Association of Women in Construction – Norwich/New London Chapter, New England Laborers Training Academy, O+G Industries, Oxygen Media, Plumbers and Pipefitters Local 777 JATC, SBC Communication, Sheet Metal Workers' Union Local 40 JATC, SOS Technology Group, Southwest Airlines, Sovereign Bank, Star Construction, Street Smart Speakers Bureau, Success Team, SunTech, Teikyo Post University, The Jewell Inn, Tilcon Connecticut, Trumbull Historical Society, United Roofers Local 9, US Department of Labor - Women's Bureau, US Small Business Administration, UConn Cooperative Extension Service, *Woman Magazine*, Yale Medical School

agency budget...

Agency Budget	July 1, 2001 -- June 30, 2002
Personal Services	\$459,634
Other Expenses	118,900
Equipment	2,500
Agency Total	581,034
Other Income	
CT Department of Labor NEW Grant	50,000
Capital Regional Workforce Development Board	50,000
Conference and Events	27,694
Congressional District Advisory Council Meetings	3,158
Total Other Income	130,852

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